



Dear colleague,

Thank you for your interest in our current vacancy. I hope that this brief letter gives you a better understanding of the enormously exciting adventure we have embarked upon at Twynham School and The Grange School (TGS). We would welcome an application from you if you feel that you share our values and have the determination to transform the lives of young people in our community.

Our vision, quite simply, is to unlock the potential within all children across Christchurch through world class educational experiences. We believe that, across our two schools we have the expertise, dedication, facilities and infrastructure to deliver a really exciting and progressive future for education across our town.

We are at the start of our journey and it is going to require energetic colleagues who are absolutely committed to the direction of travel. Our teaching staff and leadership structures are formally federated and, whilst only a few colleagues actually teach across both schools, we are all dedicated to the improvement of both Twynham School and TGS. Whether the post you are applying for is based at either one of the schools or whether it is one of our exciting opportunities to work across both settings, you should be committed to the project and welcome the chance for cross-campus working at some point during your career with us.

And we are not starting from scratch! Twynham School is an incredibly successful school which has consistently been in the top 25% of schools and colleges nationally for our students' GCSE and A-level results and the school has been rated "outstanding" on 4 consecutive occasions by Ofsted. The school is highly regarded by the community; attracting well over 800 applications every year for the 264 places available in Year 7. TGS is a smaller school which has been on an incredible school improvement journey since being rated "inadequate" by Ofsted in February 2018. The school has real strengths and many of these have been translated across to Twynham School in recent years. With a fantastic sports hall, astro-turf pitch and engineering facilities, the school has the potential to be a community hub.

However the differences between the settings are incomparable to the commonality that is shared and our success is built on two vital pillars; high quality teaching and learning and, most importantly, the value we place on the very special relationships within our community. The Twynham School motto, "*Ut Prosim*" (*that I may serve*) is lived-out in everything we do at both campuses and is at the heart of our shared curriculum. We encourage our students to act as student leaders, to work in the service of others and our student mentoring, eco-council and charity work are integral aspects of the school. Significantly though, it is in our staff that the motto is most truly embodied, a belief that, in our service to our children and our community, we have the power to transform life chances.

We are ambitious schools and have a relentless approach to improving outcomes for all of our students. Our approach to pedagogy is based on the responsive teaching model, making the very best use of formative assessment to ensure we are acutely aware of what students know, understand and are able to do and, therefore, teach them accordingly. We believe that students should become experts in each of their subjects and our curricula are designed to ensure that students understand the key underlying concepts in each subject discipline, preferring to slow learning down in order to deepen understanding rather than push students through schemes of work at undue pace.



The other dimension which runs through Twynham School and TGS is the way in which we value people and the nature of the relationships across the schools. This includes staff and students alike and our culture permeates all that we do. We believe that our young people are precisely that – people. They are not statistics for league tables and everyone works hard to support and encourage each individual to be the very best that they can be and to give opportunities that they may not have known existed. Excellence runs throughout Twynham School and TGS and it is important to understand that this applies as much to the arts as it does to other subjects.

In practice our teachers work as part of one department split across both campuses. They share exactly the same curriculum, meet regularly as a department and use shared resources. In our core departments the Directors of each subject teach across both settings but in most areas, colleagues are based in an individual school for their teaching; travelling as required for meetings or development opportunities. The SLT work across the two schools and there is a wealth of experience in the senior team which is committed to supporting our teachers to be the very best they can be in the classroom.

We are members of Twynham Learning, a high-performing and forward-thinking multi-academy trust committed to sharing approaches to pedagogy and collaborative working. Being part of the Trust enables us to offer opportunities to work alongside colleagues from all phases of education to broaden an understanding of student learning as well as the chance to work in different contexts.

Historically we have been a national Teaching School but in recent years we have developed our own organisation to support professional learning. Two Rivers Institute, based at TGS, is the central hub for our highly regarded teacher training provision (BPD SCITT) and is also the base from which we run regular, high quality training. We offer the NPQSL for those colleagues ready to step into senior leadership and have worked in conjunction with Andy Buck to develop our own in-house middle leadership course based on his highly regarded book “Leadership Matters”.

We are committed to the highest quality teacher training and continued professional development for colleagues at all stages of their careers. We have a professional culture that drives quality assurance and there are opportunities that arise regularly enabling staff to develop both as teachers in the classroom and in school leadership. We have been recognised and accredited nationally for our work in engaging with evidence and research and a number of our colleagues have been published for their work in the classroom.

Our schools and our context are, however, unique and whilst I would encourage you to visit the websites these cannot fully capture all that we do. The only way to get a feel for what we believe in and how we do things is to spend some time with us and meet the people that make our schools such a special place.

We would welcome an application from you and wish you every success through the process.

Best wishes

Mr Jy Taylor

(Executive Headteacher)